## FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

washington, D.C. 20349	OMB APPROVAL			
STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP	OMB Number:	3235		
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	OMB Number:	3235-0287
	Estimated average burd	en
1	hours nor resnance.	0.5

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

Name and Address of Reporting Person*     PICKERING JOHN F									ker or Tra		symbol ZSTEMS		5. Relationship of Reporting Person(s) to Issuer (Check all applicable)  Director  Officer (give title below)  Director  Other (specification)				wner			
(Last) (First) (Middle) 13001 HOLLENBERG DRIVE							of Earlies	st Tran	saction (M	onth/l	Day/Year)		COO Transportation							
(Street) BRIDGETON MO 63044  (City) (State) (Zip)					4. If <i>F</i>	4. If Amendment, Date of Original Filed (Month								Line)	Individual or Joint/Group Filing (Check Apte)  X Form filed by One Reporting Person  Form filed by More than One Reporting Person				n	
		Tabl	e I - No	n-Deriv	ative	Se	curitie	es Ac	quired	, Dis	posed of	f, or Be	nefic	ially	Owned					
1. Title of Security (Instr. 3)			2. Transa Date			2A. Deemed Execution Date, if any (Month/Day/Year)		3. Transa Code (	3. Transaction Code (Instr.		4. Securities Acquired (AD Disposed Of (D) (Instr. 3		r	5. Amount of		6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership (Instr. 4)		
										v	Amount	(A) oi (D)	or Price		Transaction(s) (Instr. 3 and 4)				(	
Common S	Stock			12/07/2010					М		809	A \$1		1.509	)9 37,279 <sup>(3)</sup>		D			
Common Stock 12				12/07	7/2010				F		313	D \$3		7.465	36,966 <sup>(3)</sup>		(3) D			
		Т	able II -								osed of, convertib				wned					
1. Title of Derivative Security (Instr. 3)  2. Conversion or Exercise Price of Derivative Security  2. Conversion Date (Month/Day/Year) if any (Month/Day/		n Date, Transacti Code (Ins			ion of		6. Date Exercisal Expiration Date (Month/Day/Year		•	7. Title and Am of Securities Underlying Derivative Secu (Instr. 3 and 4)			8. Price of Derivative Security (Instr. 5)	9. Numbe derivative Securities Beneficia Owned Following Reported Transacti (Instr. 4)	e s illy	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)	_		
					Code	v	(A)	(D)	Date Exercisal	ble	Expiration Date	Title	Amo or Num of Shar	ber						
Employee Stock Option (right to buy)	\$14.509	12/07/2010			M			809	01/02/20	010	01/02/2011	Common Stock	80	9	\$0	0		D		
Employee Stock Option (right to buy)	\$14.445								01/02/201	12 <sup>(1)</sup>	01/02/2012	Common Stock	74	16		746		D		
Employee Stock Option (right to buy)	\$20.666								01/02/201	13 <sup>(1)</sup>	01/02/2013	Common Stock	99	8		998		D		
Stock Appreciation Rights	\$28.41								01/22/200	)9 <sup>(2)</sup>	01/22/2018	Common Stock	8,3	36		8,336	6	D		_
Stock Appreciation Rights	\$25.77								01/20/201	10 <sup>(2)</sup>	01/22/2019	Common Stock	10,9	999		10,99	9	D		_
Stock Appreciation Rights	\$30.16								01/26/203	11 <sup>(2)</sup>	01/26/2020	Common Stock	2,0	57		2,057	7	D		

## **Explanation of Responses:**

- 1. Exercisable date may be accelerated based on Company performance.
- 2. Over a three-year vesting period, SARs become exercisable in one-third increments on the anniversary date of the grant.
- 3. Includes restricted stock bonus shares, subject to vesting and forfeiture.

/s/ John F. Pickering

12/09/2010

\*\* Signature of Reporting Person

Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

- \* If the form is filed by more than one reporting person, see Instruction 4 (b)(v).
- \*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.